

## **VA Boston Healthcare System Registered Nurse Transition To Practice Employee Residency Program**

The VA Boston Healthcare System RN Transition to Practice (RNTTP) Residency Program was developed to increase the retention of newly licensed RN nurses, to assist with transition of the newly graduate nurse from academia to practice and to improve the quality and safety of patient care by providing additional training and support to the new nursing graduate. The VA Boston HCS RNTTP employee program is accredited by the Commission on Collegiate Nursing Education (CCNE).

Research has shown that new RN graduates who complete a 12-month CCNE RN residency program benefit by increased competence, confidence, and organizational skills, use of evidence-based practice, improved communications, decreased turnover, leadership and positive interprofessional collaboration.

As a successful graduate of the CCNE Accredited VA Boston RN Transition to Practice Employee Residency program, a participant will be an integral part of the interprofessional team and well positioned to initiate a life-long professional nursing career.

### **Goals for VA Boston RN Transition to Practice Employee Residency Program**

1. Attract and retain competent and compassionate Registered Nurses
2. Cultivate an appreciation of the value of life-long professional development
3. Engage registered nurses in the advancement of nursing practice through active participation in the process of evidence-based practice
4. Support the development of critical thinking skills for nurse leaders of the future

### **VA Boston RN Transition to Practice Employee Residency Program Structure**

The VA Boston Healthcare System RN Transition to Practice Employee Residency Program is designed to provide the new graduate RN opportunities to effectively transition to competent professional nurses who provide safe, quality care, with a focus on:

- 1) Developing effective decision-making skills related to clinical judgment and performance
- 2) Incorporating evidence into practice
- 3) Developing clinical leadership skills at point of care
- 4) Practicing collaboratively as members of the interprofessional healthcare team
- 5) Formulating an individual career plan that promotes a life-long commitment to professional learning.

### **Registered Nurse Transition To Practice Employee Residency Program**

- [VHA Directive 1077: VHA Registered Nurse Transition-to-Practice Residency Program](#)
- This is a 12-month CCNE accredited program
- Assigned a preceptor for 3 months with a shared assignment
- Monthly Didactic and Evidence-Based/Quality Improvement Seminars
- Interactive learning such as guided discussion, case studies, and presentations
- Matched with a professional mentor
- Participation in comprehensive evidence-based practice program supported by VA Nurse Scientists
- Completion of an Evidence-Based Practice Project or Quality Improvement Project
- Disseminate findings at the Annual VA Boston Nursing Service Evidence-Based practice/Research Symposium as a Poster and Podium Presentation
- Completion of required program surveys and evaluations for ongoing program improvement
- Meetings with Residency Program staff

**Enrollment upon hire to the assigned unit:**

- Funded by the VA Boston Healthcare System (VA BHS)
- Appointed salary per Nurse Professional Standards Board (NPSB)
- Earned weekend/off-shift/holiday differential
- Supervised by Nurse Manager of the hiring unit
- Assigned clinical preceptor for the first 3 months (co-assignment)
- Schedule managed by Unit Nurse Manager with coordination of program's key elements with RN Residency Program Director to ensure compliance with all program requirements
- Scheduled for specific off-unit experiential observations throughout the 12-month program
- Accrued annual and sick leave, and benefits
- Increased in FTE status over 12 months
- Evaluated by program director, nurse manager, and clinical preceptor
- EBP project identified and developed during a structured 12-month curriculum. Quality improvement project identified & developed during a structured 12-month curriculum (ADN only)
- Accredited by CCNE and meets Office of Nursing Service (ONS) directive requirements

If interested in applying for available staff nurse position, please send inquiries to email or address below:

Nurse Recruiter, VA BHS  
940 Belmont Street (118)  
Brockton, MA 02301  
Fax: 774-826-1115  
E-mail: [BostonVANurse@va.gov](mailto:BostonVANurse@va.gov)

The RN Transition to Practice (RNTTP) employee-based nurse residency program at the VA Boston Healthcare system is accredited by the Commission on Collegiate Nursing Education, 655 K Street NW, Suite 750, Washington, DC 20001, (202) 887-6791.